

RESOLUTION TITLE: Remove Barriers Punishing Elderly for Perpetuating the Family Infrastructure Model

RESOLUTION NUMBER: 1

WHITE HOUSE CONFERENCE ISSUE AREA: Planning Along the Life Span

OVERVIEW

The family is a strong model inherent to the Latino culture. The family concept extends to those within the community in need. The family unit contributes to leverage of familial resources and greater viability in addition to reinforcing positive morals and behaviors. Current policy results in punishing seniors for cohabitating with family, friends and other community members and threatens their economic viability. Allowing the elderly to cohabitate and have other sources of income would encourage independent financial viability.

RESOLUTION: Remove disincentives in SSI that discourage cohabitation with family members.

EXAMPLES OF IMPLEMENTATION STRATEGIES:

- Allow seniors to cohabitate with other family, friends and community members.
- Allow external sources of income in addition to SSI without punishment in order to ensure financial independence of the beneficiary

RESOLUTION TITLE: Modify the National Family Caregiver Support Program

RESOLUTION NUMBER: 2

WHITE HOUSE CONFERENCE ISSUE AREA: Planning Along the Life Span

OVERVIEW

The National Family Caregiver Support Program is an important initiative providing support and protection for elderly caregivers. Unfortunately, the current parameters have not kept up with changes in the demographics of the work force. For example, adults are becoming grandparents at earlier ages creating demands and financial burdens. Amending the current program entry point to the age of fifty would expand coverage to the majority of caregivers

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September 30, 2005

RESOLUTION: Amend the National Family Caregiver Support Program so that more Latino families providing care giving benefit from the program.

EXAMPLES OF IMPLEMENTATION STRATEGIES

- Increase program to include grandparents between ages fifty and sixty.
- Increase awareness of program to Latino and other underserved communities.
- Create national standard that allows grandparents raising grandchildren to provide proper care, i.e. enrollment in school, seeking medical care for grandchildren, applying for health insurance for grandchildren.

RESOLUTION TITLE: Create Business Environment to Foster Growth of Latino Businesses Providing Employment for the Community

RESOLUTION NUMBER: 3

WHITE HOUSE CONFERENCE ISSUE AREA: Workplace of the Future

OVERVIEW

The Latino community offers a wealth of skills and resources that are often untapped due to lack of mentorship, business opportunities, or know-how. Regulatory issues create barriers to align skills with work force needs. The retooling of the population might be facilitated by small and family-run business opportunities that could be fostered with services designed to help small businesses compete in a constantly changing, global environment.

RESOLUTION: Create Business Environment to Foster Growth of Latino Businesses Providing Employment for the Community.

EXAMPLES OF IMPLEMENTATION STRATEGIES:

- Foster programs targeting small businesses and Micro-enterprise institutions for the Latino community that provide technical assistance and support for new enterprises that are economically viable and self-sustaining
- Align federal grant opportunities in order to provide training and technical assistance designed to assist Latino community-based entrepreneurs establish micro-enterprises, which will offer job opportunities for Latino older adults.

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September 30, 2005

National Hispanic Council on Aging (NHCOA)

- Provide incentives for employers to retain aging Latinos
- Provide incentives for retooling programs for the aging population
- Explore best practices internationally that have addressed redeployment of the aging work force into the business community
- Encourage venture capital community investments into Latino enterprises
- Encourage cafeteria benefits plans for the aging population
- Remove regulatory barriers for the changing work force (malpractice, credentialing and licensure)

RESOLUTION TITLE: Develop Robust Strategies for the Workforce Needs of 2040

RESOLUTION NUMBER: 4

WHITE HOUSE CONFERENCE ISSUE AREA: Workplace of the Future

OVERVIEW

The changing demographics of the population suggest a dramatic shift in the need for geriatric primary and specialty care services. The aging of the population suggests significant manpower shortages in the near future in many industries, especially the health professions. Currently, the pursuit of careers in gerontology and primary care is economically discouraged both from a reimbursement and Graduate Medical Education incentives basis. Changes in CMS could create incentives for investments in gerontology and primary care graduate medical education. Licensure issues preclude retooling of certain professions. Flexible benefit and work site models need to be adopted in order to retain the elderly in the work force and allow reentry of the older population.

RESOLUTION: Develop a Federal Work Force Strategy for 2040.

EXAMPLES OF IMPLEMENTATION STRATEGIES:

- Modify CMS policies to shift Graduate Medication Education training to Gerontology and primary care
- Reimburse Gerontology at rates in parity to sub-specialties creating economic incentives to shift the work force
- Promote incentives for employers to retain elderly employees
- Modify retirement and tax laws allowing flexible models for retirees to return to the work force without penalty
- Modify immigration policy to meet shifting work force needs
- Establish a cabinet level position on Aging to help align federal resources
- Align federal grant opportunities in order to address aging Latino issues

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RESOLUTION TITLE: Modify Medicare Reimbursement Policy to Facilitate Health Access for Latino Elderly

RESOLUTION NUMBER: 5

WHITE HOUSE CONFERENCE AGENDA ISSUE AREA: Our Community

OVERVIEW

Medicare policy could accelerate access to health care programs and services that would address both the existing disparities and growing needs of the Latino community.

RESOLUTION: Modify Medicare Policies to Meet the Needs of the Older Latino Community.

EXAMPLES OF IMPLEMENTATION STRATEGIES:

- Reimburse mental health services the same as medical care (80% instead of 50%)
- Modify GME reimbursement to encourage Latino Gerontologists
- Require cultural competency as a pre-requisite for recertification for health professions licensure for CMS beneficiaries

RESOLUTION TITLE: Respite Programs for Grandparent Caregivers

RESOLUTION NUMBER: 6

WHITE HOUSE CONFERENCE ISSUE AREA: Our Community

OVERVIEW

Grandparents in the Latino community play a critical role as caregivers for their grandchildren. Often, this may be due to adult children serving in the military on extended deployment, working multiple jobs, or due to loss of their children as a result of HIV/AIDS, among other causes. These grandparents often neglect their own personal needs in order to fulfill their role as a caregiver to their grandchildren. Funding for community-based programs that provide respite programs for grandparent caregivers would help preserve this important role and balance the needs of the grandparents.

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RESOLUTION: Provide funding for community-based programs that provide respite services for elderly Latino populations.

EXAMPLES OF IMPLEMENTATION STRATEGIES

- Fund community-based organizations and faith-based organizations that provide respite services to Latinos
- Modify policy directives to Area Agencies on Aging to encourage respite services for Latino communities
- Provide housing rental assistance programs for grandparents

RESOLUTION TITLE: Review Current Area Agencies on Aging and SHIP programs for Orientation and Outreach to Aging Latino Populations

RESOLUTION NUMBER: 7

WHITE HOUSE CONFERENCE ISSUE AREA: Our Community

OVERVIEW

The Federal Government currently supports two community-oriented programs that provide access points to reach older adult communities. The Area Agencies on Aging initiatives and the State Health Insurance Assistance Program (SHIP) should be providing programs to Latino populations. These programs could be evaluated to assess their impact on aging Latino populations.

RESOLUTION: Review Current Area Agencies on Aging and SHIP programs for Orientation and Outreach to Aging Latino Populations.

EXAMPLES OF IMPLEMENTATION STRATEGIES:

- Determine how many of the 600+ Area Agency on Aging Programs have a Latino director or senior staff
- Determine how many of these programs reach aging Latinos
- Explore best practices in order to identify successful models that work for the aging Latino population

RESOLUTION TITLE: Develop a Research Agenda for Aging Latino Populations

RESOLUTION NUMBER: 8

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WHITE HOUSE CONFERENCE ISSUE AREA: Our Community

OVERVIEW

The Latino community, a growing and significant minority population, has specific issues and needs. However, relatively little research has been conducted on the shifting demographics; the mental health issues of Latinos; effective practices for outreach and education; and identification of best practice models for community-based infrastructure engaging the population in volunteerism.

RESOLUTION: Develop a Federal Research Agenda for Aging Latino Populations as a Priority

EXAMPLES OF IMPLEMENTATION STRATEGIES:

- Research into best practices for community-based models for the elderly Latino population
- Research into access and effective models for primary care for the aging Latino population
- Research into mental health issues of the Latino aging
- Research into shifting migratory issues
- Research into effective models for retooling the work force
- Research into emerging community needs of displaced Latino populations
- Research into the economic impact of the Latino community and effective marketing strategies

RESOLUTION TITLE: Community-Based Infrastructure for the Latino Community

RESOLUTION NUMBER: 9

WHITE HOUSE CONFERENCE ISSUE AREA: Social Engagement

OVERVIEW

There is a wealth of local, community-based organizations providing services to the Latino community. However, at the same time, there is a paucity of community-based programs that can adequately meet the needs of Latino elderly populations. This includes the provision of public information and access points for opportunities for volunteerism.

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RESOLUTION: Working in collaboration with national organizations and their network of community-based organizations, provide funding for capacity-building and infrastructure development for community-based organizations that offer education, outreach and opportunities for volunteerism to the Latino community.

EXAMPLES OF IMPLEMENTATION STRATEGIES

- Fund infrastructure development and capacity building assistance to community-based organizations providing services to the Latino community

RESOLUTION TITLE: Ensure that Latino Media (Television) Meets Same Quality and Regulatory Requirements as Mainstream Media

RESOLUTION NUMBER: 10

WHITE HOUSE CONFERENCE ISSUE AREA: Marketplace

OVERVIEW

The Latino media is currently not subject to the same regulatory standards as mainstream media. As a result, the content present on Latino programming is often skewed toward inappropriate content, fostering stereotypes and communicating inappropriate messages to all segments of the population. These messages discourage healthy behaviors and encourage inappropriate or socially undesirable behaviors and attitudes (drug, sexual violence, crime, etc).

RESOLUTION: Ensure that Latino Media (Television) meets same Quality and Regulatory Requirements as Mainstream Media

EXAMPLES OF IMPLEMENTATION STRATEGIES:

- The FCC should hold Latino media companies to the same programming standards for violence, nudity and program content as mainstream carriers
- Establish a national Latino watchdog group working with the Media to ensure proper content and information is communicated
- Engage the media into more public services announcements that promote proper health behaviors
- The Pharmaceutical industry should be targeted to ensure proper education reaches Latino elderly

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